

Applying the prohibition of discrimination in employment relations.

Abstract

This thesis is about discrimination in employment relations. The objective of the text is to concentrate on applying the prohibition of discrimination in fields, where disparate treatment is most common, on the legal means of protection against employment discrimination and on the activities of public institutions, which have been entrusted with supervision over compliance with the principle of equal treatment.

The thesis is divided into introduction, five separate sections, which are further divided into chapters, and conclusion. The first two sections are rather theoretical, containing definitions of basic terms, important for overall understanding of the thesis (such as equality, discrimination, harassment and others) and introduction of the EU and Czech Republic anti-discrimination law in employment relations.

In the third section I focus more closely to employment relations, where the problem of discrimination is widespread, or where it is highly undesirable. In individual chapters of this section applying for a job (including advertisements), remuneration or termination of employment are examined.

The next section concerns the discrimination victim's right to claim before the court that the discrimination be refrained from, that consequences of the discrimination be remedied, and that the victim be provided with appropriate compensation. In the next chapters I also focus on the victim's right to monetary compensation for non-material damage and shared burden of proof in discrimination cases.

The last section of the thesis contains the description of public subjects participating on applying the prohibition of discrimination. First chapter targets on the activities of the Czech Public Defender of Rights, which includes providing information, education and methodical assistance to the victims of discrimination. Objective of the second chapter is to evaluate the contribution of State Labour Inspection Office, which is supervisory authority and has the power to impose sanctions in equal treatment.

The conclusion contains summary of the thesis, attitude about discrimination in employment relations, evaluation of the legal means of protection against discrimination and also opinion about activities of public institutions pledged to equal treatment.